

Silicon Valley Clean Water Negotiated Pay Scale (Monthly)General Represented Employees
Stationary Engineers Local 39**Fiscal Year: 2022-23**

Cost-of-Living Adjustment: 4.0%

Class 0 Positions	Codes	A0	B0	C0	D0	E0	F0	G0
Senior Operator	D130	\$ 9,205	\$ 9,665	\$ 10,143	\$ 10,654	\$ 11,299	\$ 11,747	\$ 12,332
Operator	D400	\$ 7,356	\$ 7,728	\$ 8,109	\$ 8,519	\$ 8,952	\$ 9,398	\$ 9,861
Senior Plant Mechanic	D200	\$ 8,870	\$ 9,317	\$ 9,780	\$ 10,264	\$ 10,784	\$ 11,321	\$ 11,889
Senior Plant Mechanic - Electrician	D250	\$ 9,482	\$ 9,958	\$ 10,453	\$ 10,974	\$ 11,529	\$ 12,104	\$ 12,710
Senior Plant Mechanic - Instrumentation Tech	D230	\$ 9,482	\$ 9,958	\$ 10,453	\$ 10,974	\$ 11,529	\$ 12,104	\$ 12,710
Senior Plant Mechanic - Control Systems Technician	D260	\$ 9,955	\$ 10,457	\$ 10,975	\$ 11,522	\$ 12,106	\$ 12,709	\$ 13,346
Plant Mechanic	D450	\$ 6,823	\$ 7,166	\$ 7,525	\$ 7,906	\$ 8,305	\$ 8,717	\$ 9,149
Plant Mechanic - Electrician	D460	\$ 6,823	\$ 7,166	\$ 7,525	\$ 7,906	\$ 8,305	\$ 8,717	\$ 9,149
Plant Mechanic - Instrumentation Tech	D440	\$ 6,823	\$ 7,166	\$ 7,525	\$ 7,906	\$ 8,305	\$ 8,717	\$ 9,149
Plant Mechanic - Control Systems Technician	D470	\$ 7,165	\$ 7,524	\$ 7,902	\$ 8,302	\$ 8,721	\$ 9,152	\$ 9,608
Planner / Scheduler Assistant	D852	\$ 6,823	\$ 7,166	\$ 7,525	\$ 7,906	\$ 8,305	\$ 8,717	\$ 9,149
Water Quality Specialist *	D360	\$ 8,580	\$ 9,105	\$ 9,671	\$ 10,256	\$ 10,886	\$ 11,555	\$ 12,133
Senior Laboratory Analyst **	D305	\$ 9,982	\$ 10,482	\$ 11,005	\$ 11,555	\$ 12,133	-	-
Laboratory Analyst II	D303	\$ 9,077	\$ 9,531	\$ 10,007	\$ 10,507	\$ 11,031	-	-
Laboratory Analyst I	D301	\$ 8,251	\$ 8,662	\$ 9,094	\$ 9,551	\$ 10,029	-	-
Senior Environmental Compliance Inspector *	D351	\$ 9,053	\$ 9,508	\$ 9,982	\$ 10,482	\$ 11,005	-	-
Environmental Compliance Inspector	D353	\$ 8,232	\$ 8,643	\$ 9,077	\$ 9,531	\$ 10,007	-	-
Pollution Prevention Specialist	D355	\$ 8,232	\$ 8,643	\$ 9,077	\$ 9,531	\$ 10,007	-	-
Materials Specialist	D703	\$ 8,789	\$ 9,240	\$ 9,712	\$ 10,188	\$ 10,697	-	-
Utility Worker	D850	\$ 6,316	\$ 6,664	\$ 7,028	\$ 7,417	\$ 7,824	-	-

Class 1 Positions	Codes	A1	B1	C1	D1	E1	F1	G1
Senior Operator	D131	\$ 9,390	\$ 9,855	\$ 10,345	\$ 10,868	\$ 11,524	\$ 11,982	\$ 12,578
Operator	D401	\$ 7,503	\$ 7,883	\$ 8,271	\$ 8,688	\$ 9,133	\$ 9,585	\$ 10,059
Senior Plant Mechanic	D201	\$ 9,048	\$ 9,504	\$ 9,976	\$ 10,468	\$ 11,001	\$ 11,547	\$ 12,126
Senior Plant Mechanic - Electrician	D251	\$ 9,672	\$ 10,158	\$ 10,660	\$ 11,192	\$ 11,760	\$ 12,346	\$ 12,965
Senior Plant Mechanic - Instrumentation Tech	D231	\$ 9,672	\$ 10,158	\$ 10,660	\$ 11,192	\$ 11,760	\$ 12,346	\$ 12,965
Senior Plant Mechanic - Control Systems Technician	D261	\$ 10,155	\$ 10,665	\$ 11,195	\$ 11,753	\$ 12,348	\$ 12,963	\$ 13,613
Plant Mechanic	D451	\$ 6,959	\$ 7,309	\$ 7,676	\$ 8,063	\$ 8,472	\$ 8,892	\$ 9,333
Plant Mechanic - Electrician	D461	\$ 6,959	\$ 7,309	\$ 7,676	\$ 8,063	\$ 8,472	\$ 8,892	\$ 9,333
Plant Mechanic - Instrumentation Tech	D441	\$ 6,959	\$ 7,309	\$ 7,676	\$ 8,063	\$ 8,472	\$ 8,892	\$ 9,333
Plant Mechanic - Control Systems Technician	D471	\$ 7,308	\$ 7,675	\$ 8,060	\$ 8,467	\$ 8,895	\$ 9,337	\$ 9,799
Planner / Scheduler Assistant	D853	\$ 6,959	\$ 7,309	\$ 7,676	\$ 8,063	\$ 8,472	\$ 8,892	\$ 9,333
Water Quality Specialist *	D361	\$ 8,752	\$ 9,286	\$ 9,865	\$ 10,462	\$ 11,105	\$ 11,786	\$ 12,375
Senior Laboratory Analyst **	D306	\$ 10,183	\$ 10,691	\$ 11,225	\$ 11,786	\$ 12,375	-	-
Laboratory Analyst II	D304	\$ 9,257	\$ 9,720	\$ 10,206	\$ 10,715	\$ 11,252	-	-
Laboratory Analyst I	D302	\$ 8,416	\$ 8,837	\$ 9,277	\$ 9,743	\$ 10,229	-	-
Senior Environmental Compliance Inspector *	D352	\$ 9,233	\$ 9,699	\$ 10,183	\$ 10,691	\$ 11,225	-	-
Environmental Compliance Inspector	D354	\$ 8,398	\$ 8,815	\$ 9,257	\$ 9,720	\$ 10,206	-	-
Pollution Prevention Specialist	D356	\$ 8,398	\$ 8,815	\$ 9,257	\$ 9,720	\$ 10,206	-	-
Materials Specialist	D704	\$ 8,966	\$ 9,424	\$ 9,906	\$ 10,392	\$ 10,912	-	-
Utility Worker	D851	\$ 6,442	\$ 6,797	\$ 7,170	\$ 7,566	\$ 7,982	-	-

Class 0 - Employees not eligible for certification pay.**Class 1** - Employees achieving professional certification higher than specified for current classification qualify for certification pay per CLASS 1 salary schedule.

* Salary step "G" available only to Water Quality Specialists in Environmental Compliance Division as of 7/1/2013. Promotions to Snr Environmental Compliance Inspector limited to only one person in the position at any given time. The Water Quality Specialist classification not available to new hires after June 30, 2013.

** There shall be only one person in the position of Senior Laboratory Analyst at any given time.

General Non-Represented Employees (hourly)	Codes	A	B	C	D	E
Lab Assistant	D550	\$ 23.54	\$ 24.70	\$ 25.94	\$ 27.25	\$ 28.61
Engineering Intern	E505	\$ 23.54	\$ 24.70	\$ 25.94	\$ 27.25	\$ 28.61
General Intern	E508	\$ 23.54	\$ 24.70	\$ 25.94	\$ 27.25	\$ 28.61

Confidential General Employees (monthly)	Codes	A	B	C	D	E	F	G
Accountant	E250	\$ 9,137	\$ 9,594	\$ 10,074	\$ 10,577	\$ 11,107	\$ 11,662	\$ 12,244
Accounting Technician	E200	\$ 6,756	\$ 7,092	\$ 7,448	\$ 7,821	\$ 8,214	\$ 8,622	\$ 9,053
Administrative Assistant	E100	\$ 8,112	\$ 8,520	\$ 8,947	\$ 9,393	\$ 9,861	\$ 10,355	\$ 10,871
Administrative Clerk	E175	\$ 5,679	\$ 5,964	\$ 6,265	\$ 6,576	\$ 6,905		
Office Assistant	E150	\$ 4,847	\$ 5,089	\$ 5,344	\$ 5,614	\$ 5,893		
Procurement Specialist	E702	\$ 8,789	\$ 9,229	\$ 9,690	\$ 10,174	\$ 10,683	\$ 11,217	\$ 11,706
Information System Analyst	E510	\$ 10,979	\$ 11,529	\$ 12,106	\$ 12,710	\$ 13,347		
Information System Technician	E520	\$ 7,766	\$ 8,163	\$ 8,582	\$ 9,026	\$ 9,489		

Professional Employees (monthly)	Codes	Minimum	Maximum
Senior Engineer	E500	\$ 16,182	\$ 19,670
Engineer	E501	\$ 13,253	\$ 16,102
Associate Engineer	E503	\$ 11,599	\$ 14,098
Senior Capital Improvement Manager	C902	\$ 16,182	\$ 19,670
Capital Improvement Program Manager (Vacant) ***	C903	\$ 12,946	\$ 15,737
Senior Information System Analyst	E530	\$ 12,199	\$ 14,828
Financial Analyst	E300	\$ 11,420	\$ 15,306
Business Analyst	E325	\$ 11,420	\$ 15,306
Business Operations Associate	E330	\$ 11,420	\$ 15,306
Laboratory Quality Assurance Officer	E400	\$ 11,420	\$ 15,306

*** This position applies to new hires on or after 1/1/2018.

Management Employees (monthly)	Codes	Minimum	Maximum
Manager	C100	\$ 33,000	\$ 33,000
Authority Engineer	C110	\$ 22,042	\$ 26,790
Chief Operating Officer	C120	\$ 23,428	\$ 28,477
Assistant Manager / Chief Financial Officer	C205	\$ 22,813	\$ 27,727
Maintenance Director	C261	\$ 17,986	\$ 21,861
Operations Director	C271	\$ 17,986	\$ 21,861
Engineering/Environmental Services Director	C181	\$ 17,986	\$ 21,861
Laboratory Director (Current)	C500	\$ 17,986	\$ 21,861
Environmental Services Director	C411	\$ 16,794	\$ 20,413
Laboratory Director (Vacant) ****	C501	\$ 16,794	\$ 20,413
Information Systems Director	C511	\$ 16,794	\$ 20,413
Administrative Services Director	C201	\$ 15,526	\$ 18,978
Human Resources Director	C208	\$ 15,526	\$ 18,978
Health and Safety Director	C191	\$ 15,526	\$ 18,978
Maintenance Supervisor	C300	\$ 13,599	\$ 16,529
Operations Supervisor	C400	\$ 13,599	\$ 16,529
Accounting Supervisor	C405	\$ 13,599	\$ 16,529
Laboratory Supervisor	C512	\$ 13,599	\$ 16,529
Environmental Services Supervisor	C420	\$ 13,599	\$ 16,529
Capital Improvement Program Manager (Current)	C901	\$ 12,946	\$ 15,737

**** This position applies to new hires on or after 7/1/2022.

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